

Committee on Labor and Public Employees

Committee Bill No. 482

LCO No. 2592

02592SB00482LAB

AN ACT CONCERNING THE LABOR DEPARTMENT AND THE PROVISION OF STATISTICAL INFORMATION TO THE UNITED STATES OFFICE OF MANAGEMENT AND BUDGET.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. (NEW) (*Effective October 1, 2011*) On or before January 1, 2012, and biannually thereafter, the Labor Commissioner shall provide to the United States Office of Management and Budget any information related to labor or employment in the state necessary for the purposes of updating any Core Based Statistical Area, Metropolitan Statistical Area or Micropolitan Statistical Area in which any Connecticut municipality is included.

I am Harvey Feinberg, Chairman of the Commission on Equal Opportunities in the City of New Haven.

I am here to promote jobs for Connecticut citizens and specifically jobs for urban residents. I am particularly concerned with equal employment opportunities and affirmative action goals. The Legislature must insist on contract compliance and improve the State's ability to oversee hiring practices on state construction projects. Finally, I am asking the Legislature to require State departments, such as the Public Works Department, to cooperate with local equal employment opportunities commissions, such as the commission we have in New Haven.

Connecticut General Statutes Sec. 31-52 states that a "preference" be given to Connecticut citizens in the employment of mechanics, laborers and workmen for the construction of any public building by the state. However, there does not seem to be a specific goal for Connecticut residents. Connecticut needs a clearer guideline for out of state contractors instead of relying on "good faith" efforts.

Affirmative Action goals in Connecticut are based on data provided by the Connecticut Department of Labor, under the heading of Primary Metropolitan Statistical Areas and Metropolitan Statistical Areas. Currently, these data are based on census information from 2002, thus, they are, obviously, out of date. These data, organized according to regions in the state, show significant variations for minority

male hiring goals, while those for female hiring are totally inadequate, averaging about 3 percent, far below the federal standard of 6.9 percent. Please see: <http://www.ct.gov/chro/lib/chro/pdf/aapformat0904.pdf> (pages 21 and 22).

The State Department of Labor compiles the data for the Metropolitan Statistical Areas using data from the United States Census. The next compilation will be based, I anticipate, on the 2010 census. However, a mandate to re-evaluate the data every two years is sensible and not difficult because the Census Bureau now collects data more often for the American Community Survey. In addition, it would be more appropriate if the State Department of Labor adopted the 6.9 percent goal for female workers in all the Metropolitan Statistical areas.

Connecticut General Statutes Sec. 46a-68d requires every contractor on a public works project to have an affirmative action plan approved by the Commission on Human Rights and Opportunities. However, is the State, in fact, holding contractors accountable to achieve affirmative action goals. Monitoring compliance with regular on-site inspections is the best method to achieve accountability. Only then can daily work sheets, the best source, be inspected and only with on-site inspections can workers be interviewed, if necessary. Consequently, the inspection staff of the Contract Compliance Unit of the Commission on Human Rights and Opportunities needs to be adequately funded. In addition, cooperation between state agencies and local equal opportunities commissions can assist in the compliance efforts, an approach which I hope this committee will mandate in a new law relating to equal employment opportunities and affirmative action goals.

CONNECTICUT OCCUPATIONAL STATISTICS PRIMARY METROPOLITAN STATISTICAL AREAS AND METROPOLITAN STATISTICAL AREAS

Construction & Extraction

Bridgeport PMSA

Minority Male 22.7 percent

Female 1.4 percent

New Haven/Meriden PMSA

Minority Male 17.9

Female 3.1

Hartford MSA

Minority Male 13.7

Female 2.1

Stamford/Norwalk PMSA

Minority Male 33.2

Female 2.1

Danbury PMSA

Minority Male 18.1

Female 20.6

New London/Norwich CT-RI MSA

Minority Male 7.4

Female 3.1

Waterbury PMSA

Minority Male 12.4

Female 1.6